



2020 ANNUAL PLANNING INFORMATION AND WORKFORCE ANALYSIS REPORTS

SOUTHEAST MICHIGAN

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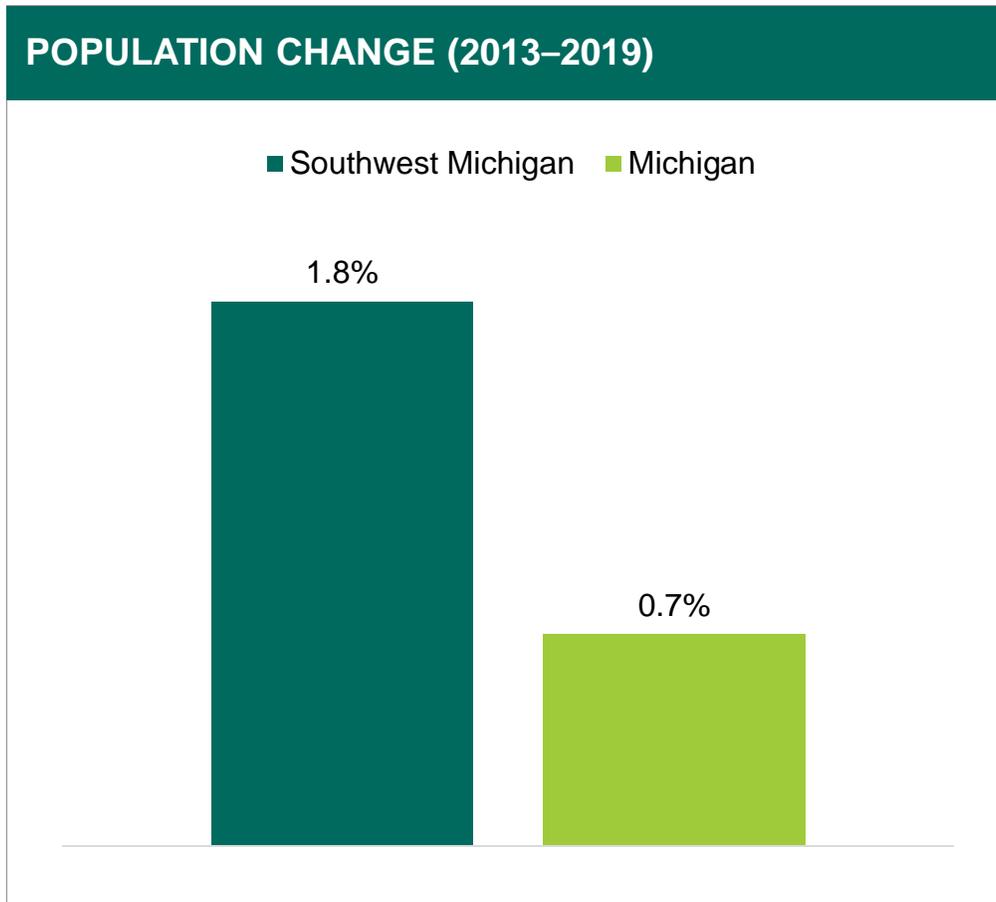


POPULATION TRENDS

AND CHARACTERISTICS

FIGURES 1–4

The regional population growth was almost three times the state's rate over the 2013–2019 period.

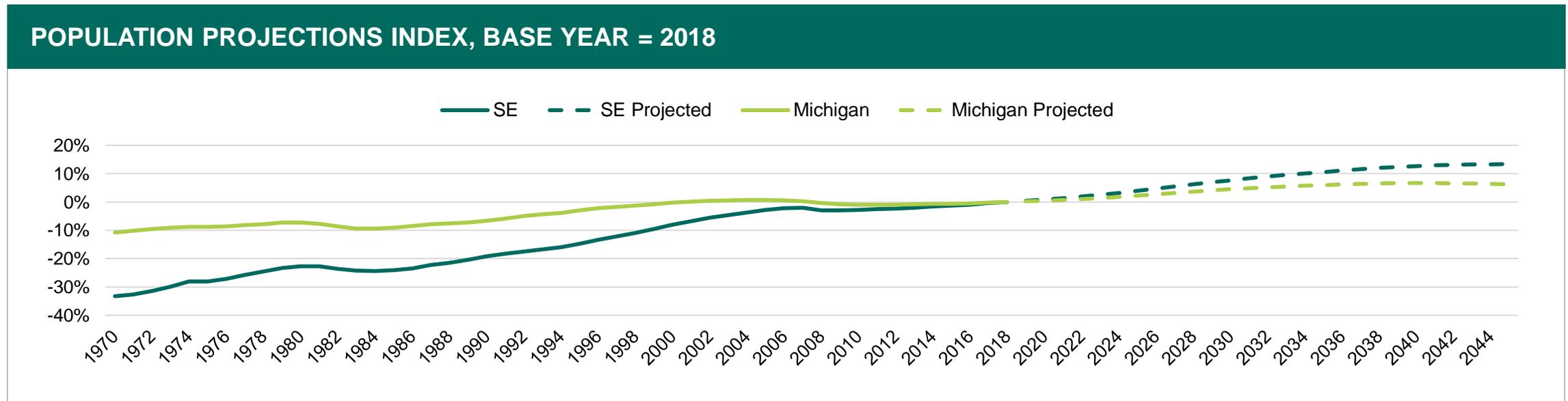


Source: U.S. Census Bureau, Annual Population Estimates

- Recent population estimates from the U.S. Census Bureau show the population of Southeast Michigan expanding by over 17,700, from 994,960 in 2013 to 1,012,660 in 2019. This represents a growth rate of 1.8 percent, compared to a statewide rate of 0.7 percent. Nationwide, the population rose by close to 4 percent (or about 12.2 million) over this period. **(Figure 1)**
- Most population growth in Southeast Michigan was concentrated in two counties: Washtenaw with 11,560 additional residents (+3.2 percent) and Livingston with +7,790 or 4.2 percent. **(Figure 1)**

The regional population has recorded a steady growth since the 1970s and is projected to continue to do so in the next 25 years.

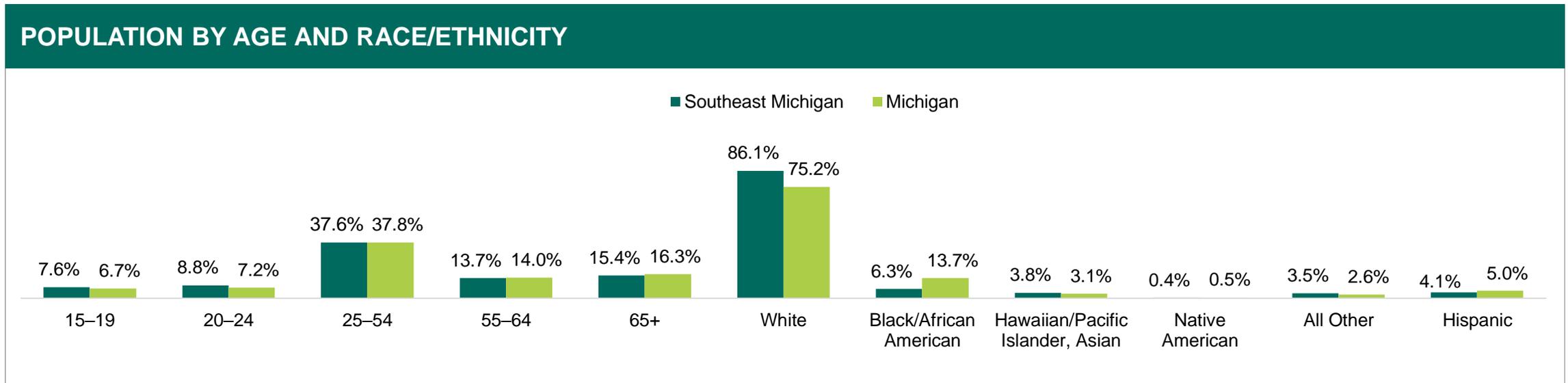
- Most of the population growth in Southeast Michigan can be attributed to a strong domestic in-migration in Livingston and Washtenaw counties. This population trend is projected to continue over the next 25 years. By 2045, the rate of population expansion in Southeast Michigan is expected to be more than double the statewide ratio (13.4 vs. 6.3 percent). (Figure 34)



Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives, Population Projections

The share of whites in the Southeast Michigan population is noticeably above the state average.

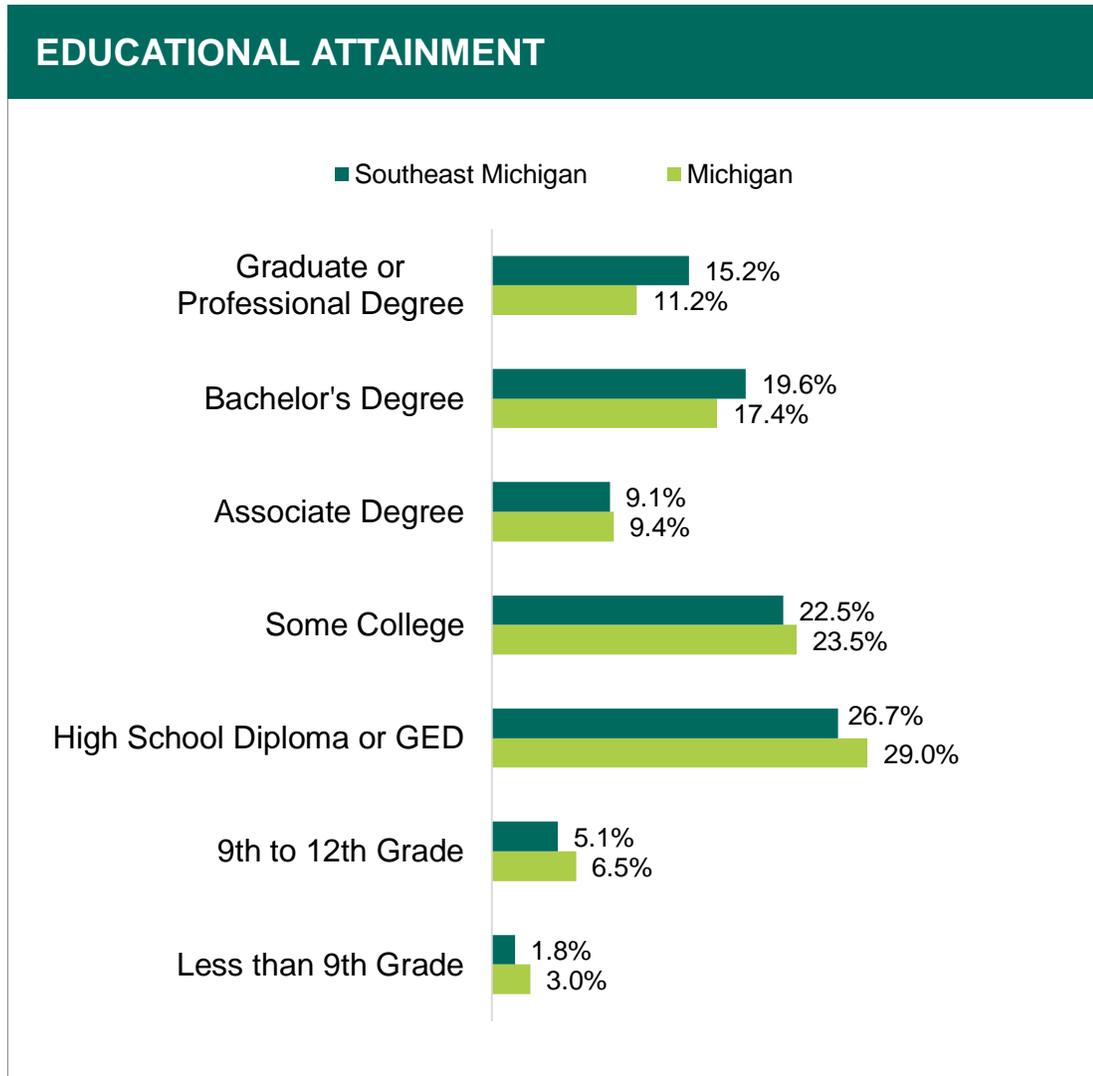
- The portion of white population in Southeast Michigan was about 11 percent points higher than state average. Black/African Americans only made up 6 percent of the population compared to 14 percent in Michigan overall. **(Figure 2)**
- The population of Southeast Michigan was evenly distributed across the two genders during the 2014–2018 period; Statewide, women held a small majority at 51 percent of the population. **(Figure 2)**



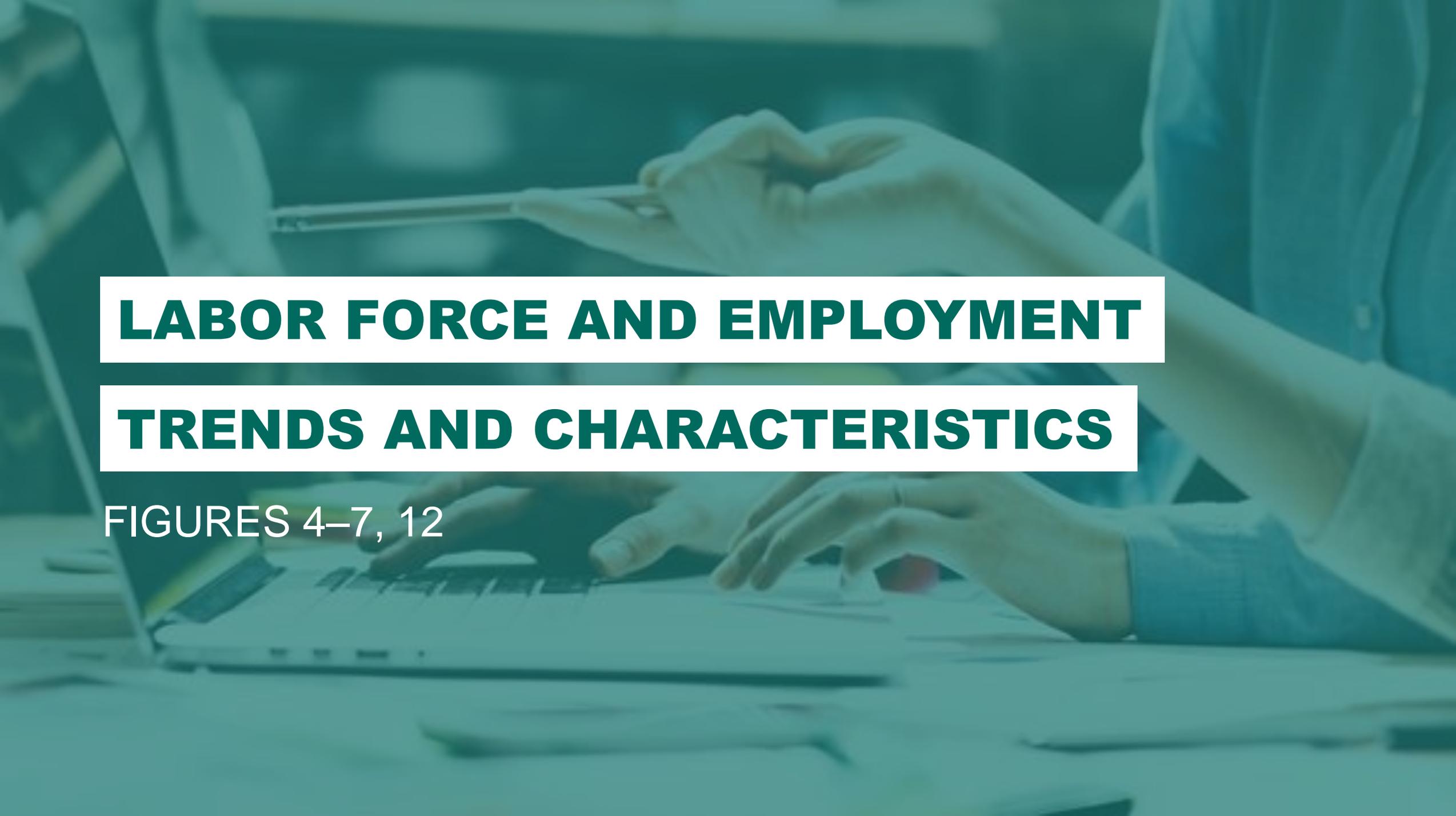
Source: U.S. Census Bureau, 2014–2018 American Community Survey Five-Year Estimates

The residents of Southeast Michigan continue to hold more bachelor's and advanced degrees than statewide averages.

- The structure of the educational attainment of the population 25 years of age and older has not changed over the past several years. Based on the 2018 five-year population estimates from the U.S. Census Bureau, close to 35 percent of the 672,200 residents of Southeast Michigan, 25 years and older, had a bachelor's degree or higher, larger than the 28 percent rate statewide. **(Figure 3)**
- Consequently, Southeast Michigan had a lower percentage of residents with a high school diploma or GED and below than did Michigan overall, 34 percent versus 38 percent, respectively. **(Figure 3)**



Source: U.S. Census Bureau, 2014–2018 American Community Survey Five-Year Estimates

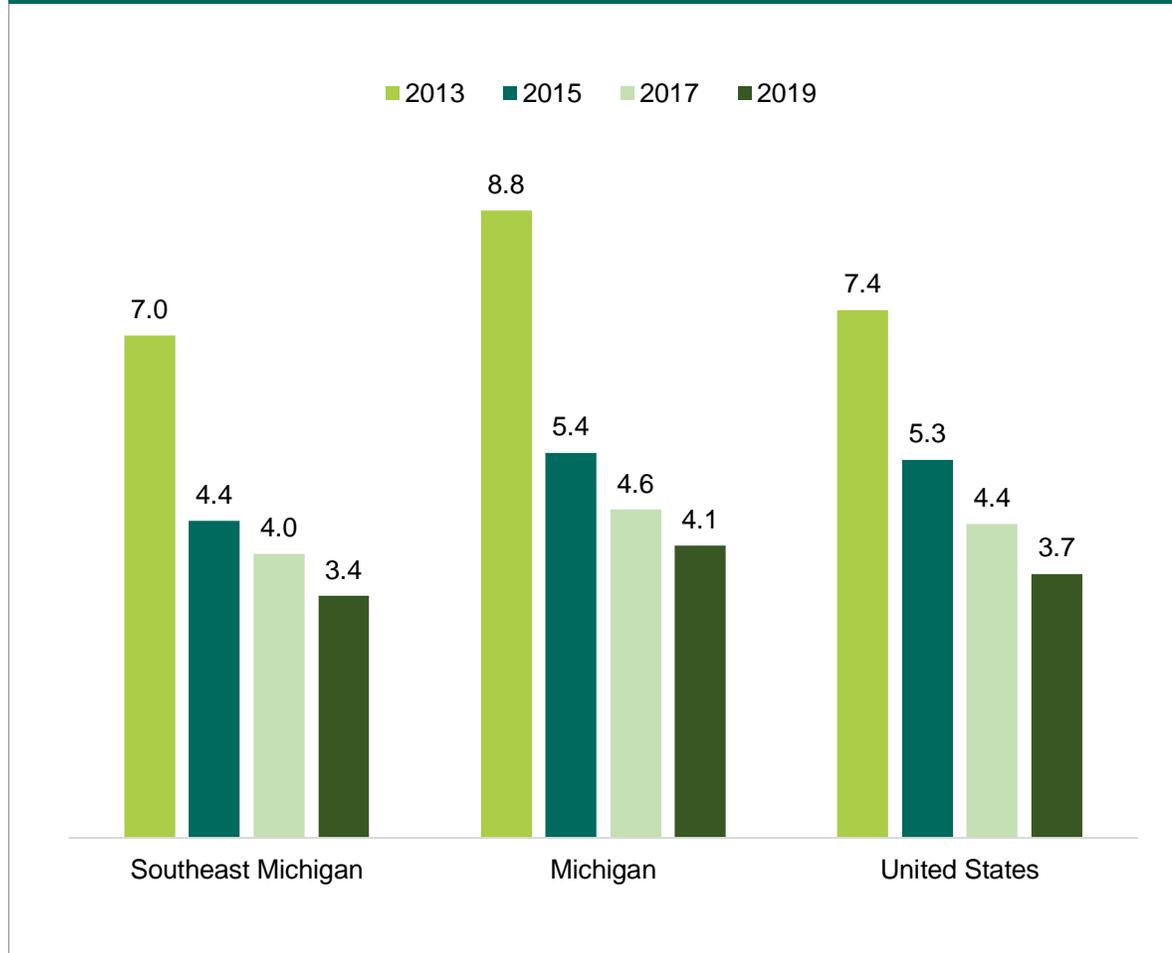


LABOR FORCE AND EMPLOYMENT

TRENDS AND CHARACTERISTICS

FIGURES 4–7, 12

UNEMPLOYMENT RATES

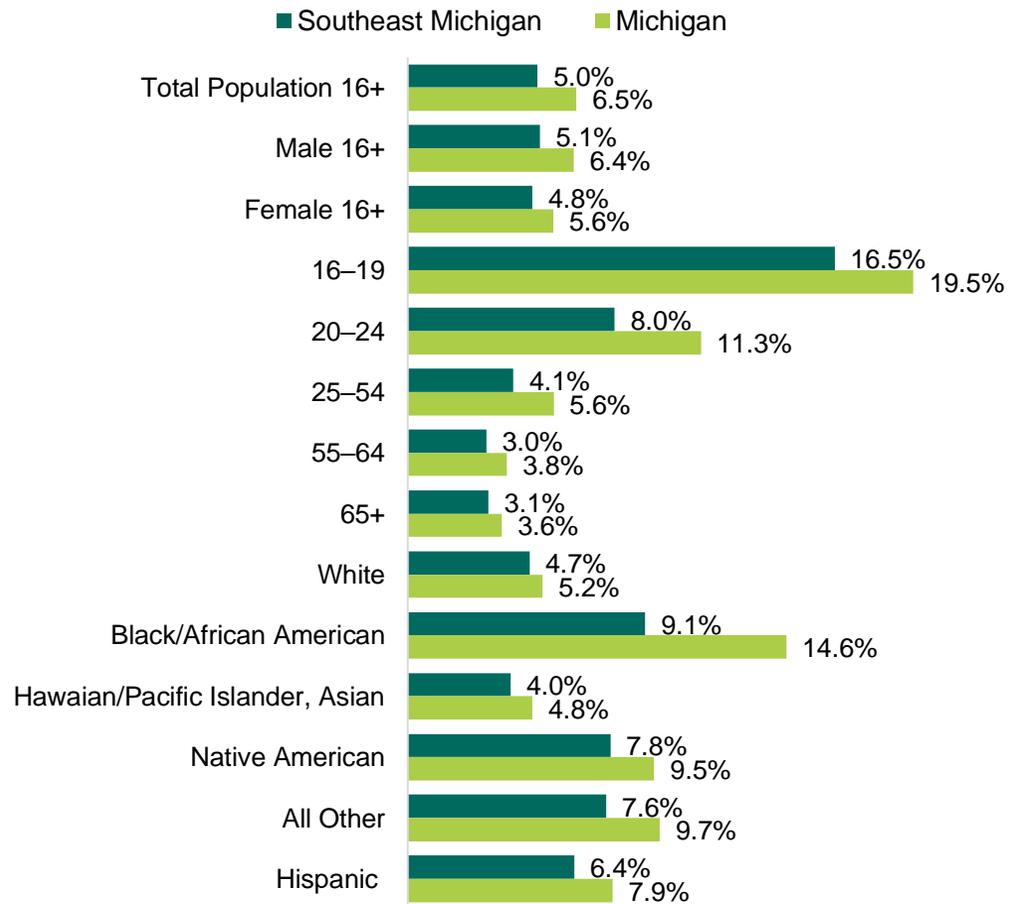


Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives, Local Area Unemployment Statistics (LAUS)

Southeast Michigan continues to show lower jobless rates than the state and the nation.

- The unemployment rate for Southeast Michigan followed state and national trends, dropping significantly (by more than half) between 2013 and 2019. The area's jobless rates were down by six-tenths of a percentage point just over the past two years (2017–2019). **(Figure 6)**
- The count of unemployed individuals dropped by 49 percent, over the 2013–2019 period **(Figure 12)**. On the other hand, employment grew by over 43,000 (about 9 percent), prompting the workforce to improve by above 5 percent. **(Figures 4 and 5)**

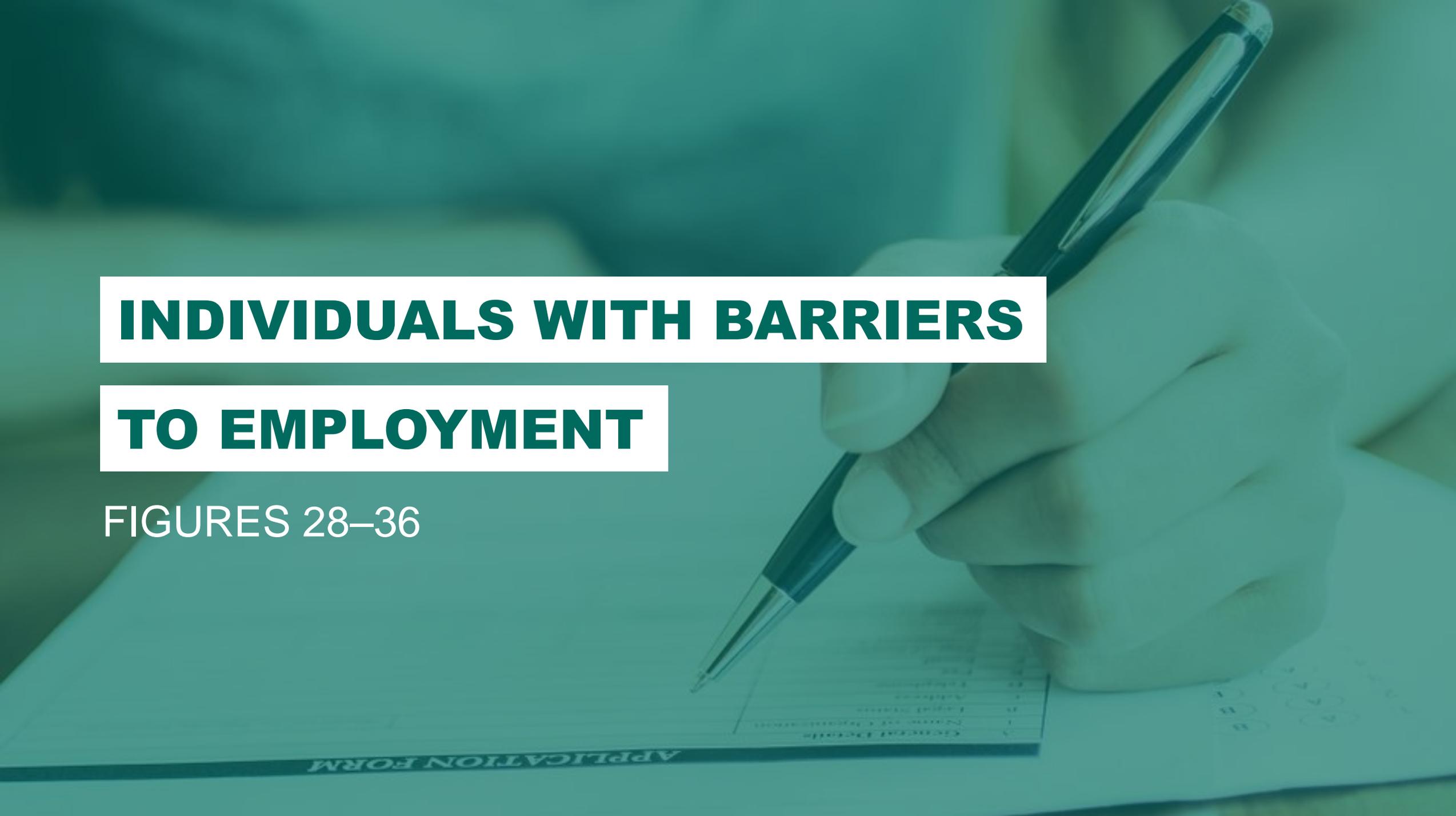
UNEMPLOYMENT RATES GENDER, AGE, AND RACE/ETHNICITY



Area jobless rates were lower than statewide averages for all demographic groups.

- According to estimates from the U.S. Census Bureau, more men than women participated in the labor market in Southeast Michigan during the 2014–2018 period. Men also continued to experience a higher unemployment rate at 5.1 percent than females at 4.8 percent. **(Figure 7)**
- The unemployment rates of youth and young adults (16–24 years old) tend to be always higher than for any other group in both Southeast Michigan and the state because of less experience and lower education. **(Figure 7)**
- Blacks experienced a higher jobless rate than any other racial or ethnic group in the area.

Source: U.S. Census Bureau, 2014–2018 American Community Survey Five-Year Estimates

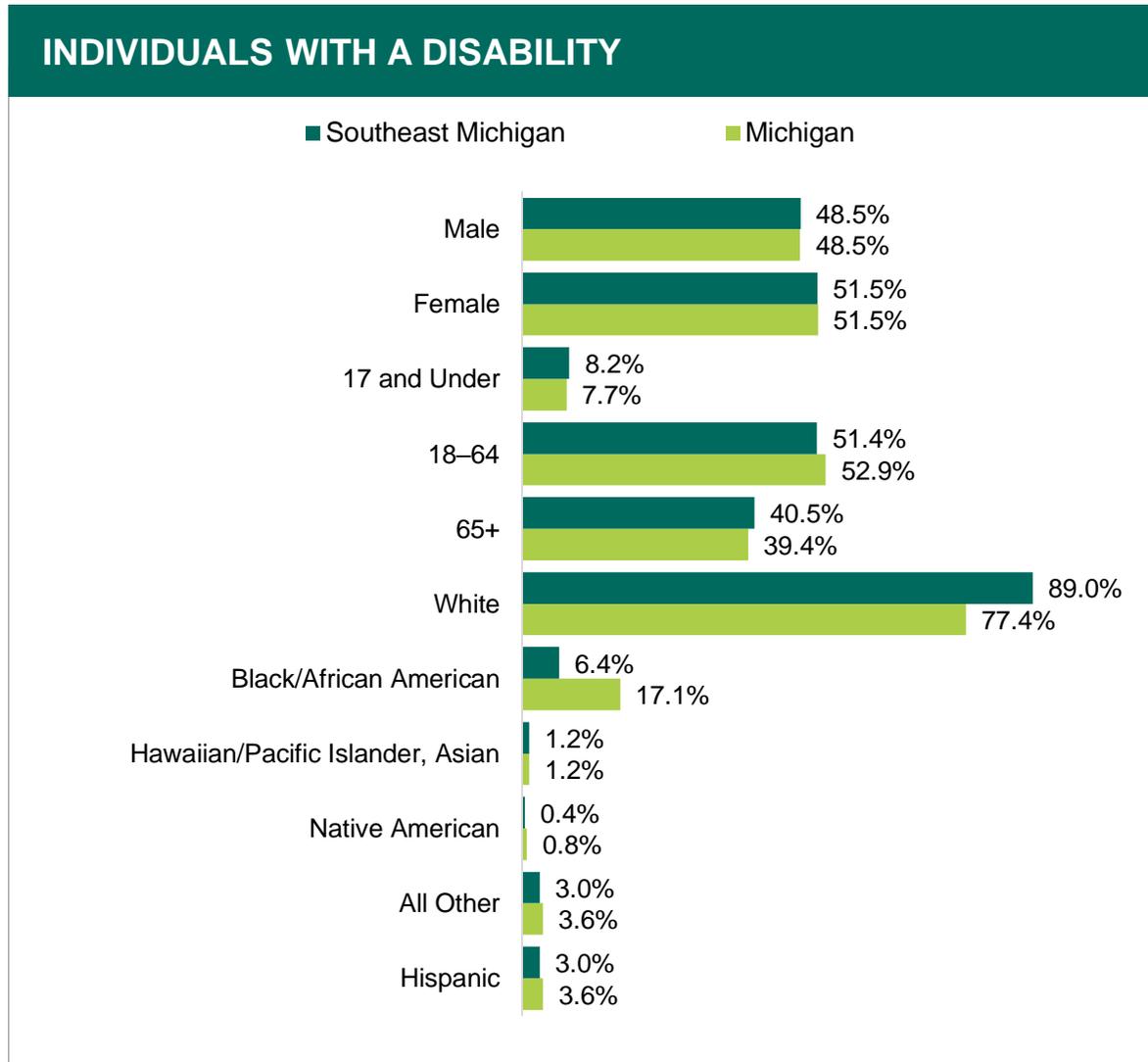
A hand holding a pen over an application form, with a teal overlay. The form is titled 'APPLICATION FORM' and has several fields labeled 'General Details', 'Name of Institution', 'Field of Study', 'Address', 'Telephone', and 'Fee'.

INDIVIDUALS WITH BARRIERS

TO EMPLOYMENT

FIGURES 28–36

Southeast Michigan has a higher share of whites with a disability than statewide but a similar distribution across genders.



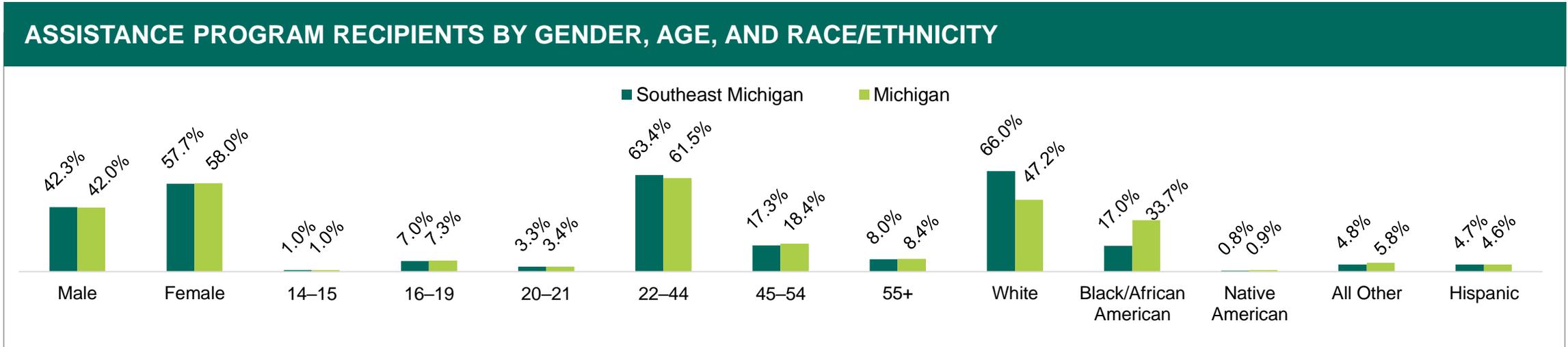
- According to the U.S. Census Bureau, about 117,800 people in Southeast Michigan reported a disability during the 2014–2018 period. A little over 40 percent were 65 years and older; a full percentage point higher than the state average.

(Figure 28)

- Almost nine in 10 individuals with a disability in the Southeast region were white (89 percent versus 77 percent statewide); this reflects the group’s 86-percent share of total population in the region. **(Figure 28)**

The region's assistance program recipients continue to be concentrated in the working age and white demographics.

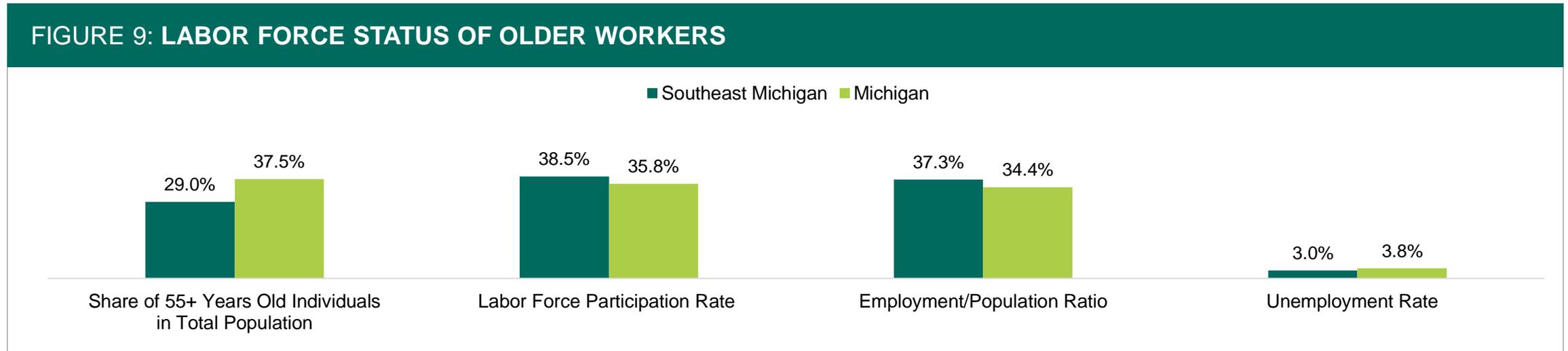
- In less than two years, the number of assistance program recipients in Southeast Michigan has dropped by about 33 percent, from 25,700 in June 2017 to 17,300 in December of 2019. **(Figure 30)**
- There continues to be more female than male recipients of public assistance in both Southeast Michigan and the state. Over 63 percent of public assistance recipients are in the prime working age of 22 to 44, and 66 percent of the recipients are white. **(Figure 30)**



Source: Michigan Department of Health and Human Services

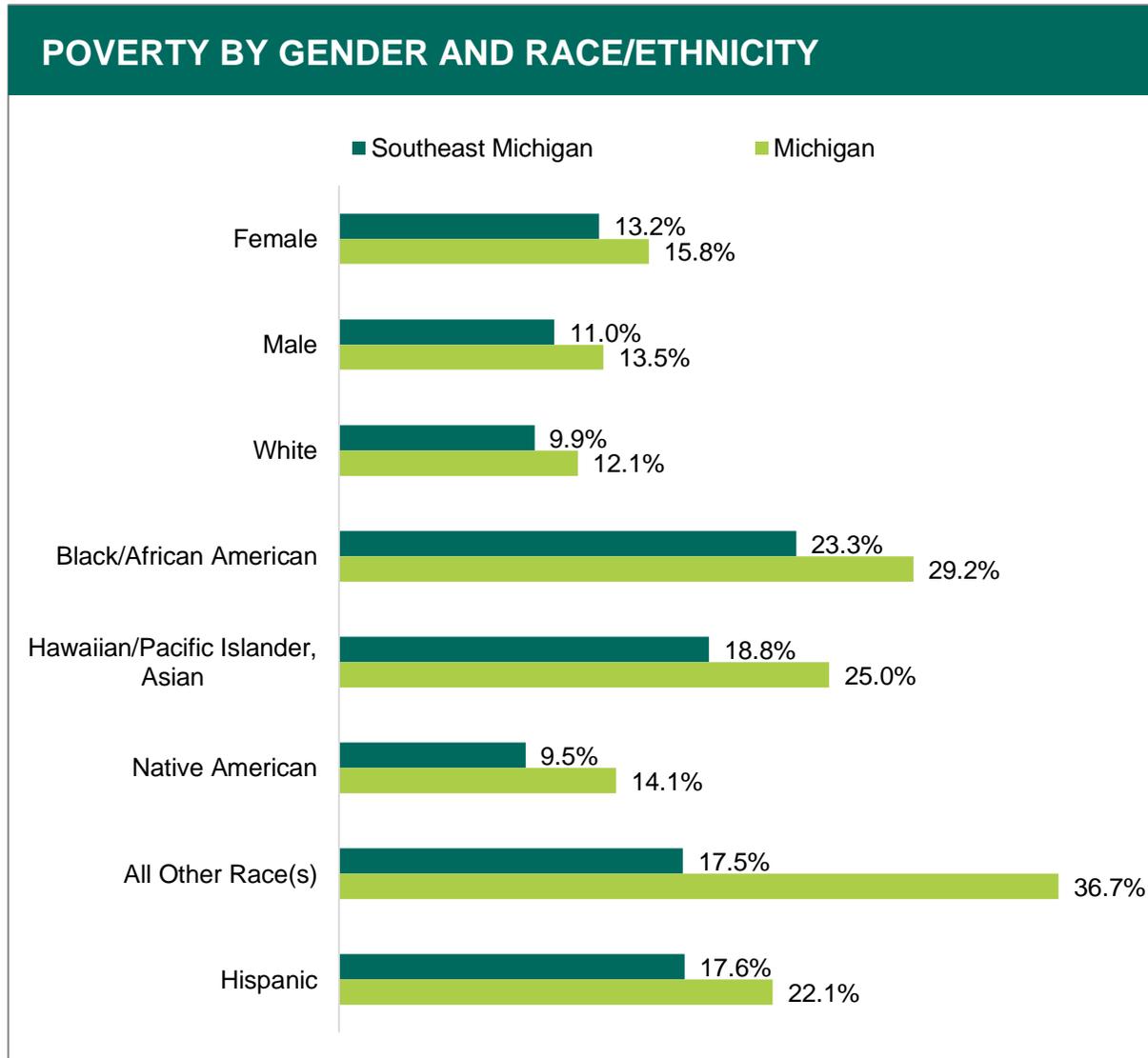
Older workers stay in the labor market longer in Michigan and Southeast Michigan.

- Close to three in 10 persons 16 years and older in Southeast Michigan (four in 10 in the state) are in the category of older workers (aged 55 years or more). **(Figure 35)**
- Southeast Michigan displays a greater percentage of older workers who have jobs than statewide (37 versus 34 percent). The jobless rate of older workers in Southeast Michigan is eight-tenths of a percentage point lower than the statewide rate. **(Figure 35)**



Source: U.S. Census Bureau, 2014–2018 American Community Survey Five–Year Estimates

Southeast Michigan displays a lower rate of persons living in poverty than the state.



Source: U.S. Census Bureau, 2014–2018 American Community Survey Five-Year Estimates

- Based on the 2014–2018 five-year estimates from the U.S. Census Bureau, 12 percent of Southeast Michigan residents (or 121,900 persons) lived under the poverty line. The state’s poverty rate was 15 percent over this period, about 1.5 million persons. **(Figure 36)**
- All demographic groups in Southeast Michigan had lower rates of poverty than statewide averages. **(Figure 36)**
- At a little over 23 percent, blacks had the highest poverty rate than any other group of the population in Southeast Michigan. **(Figure 36)**

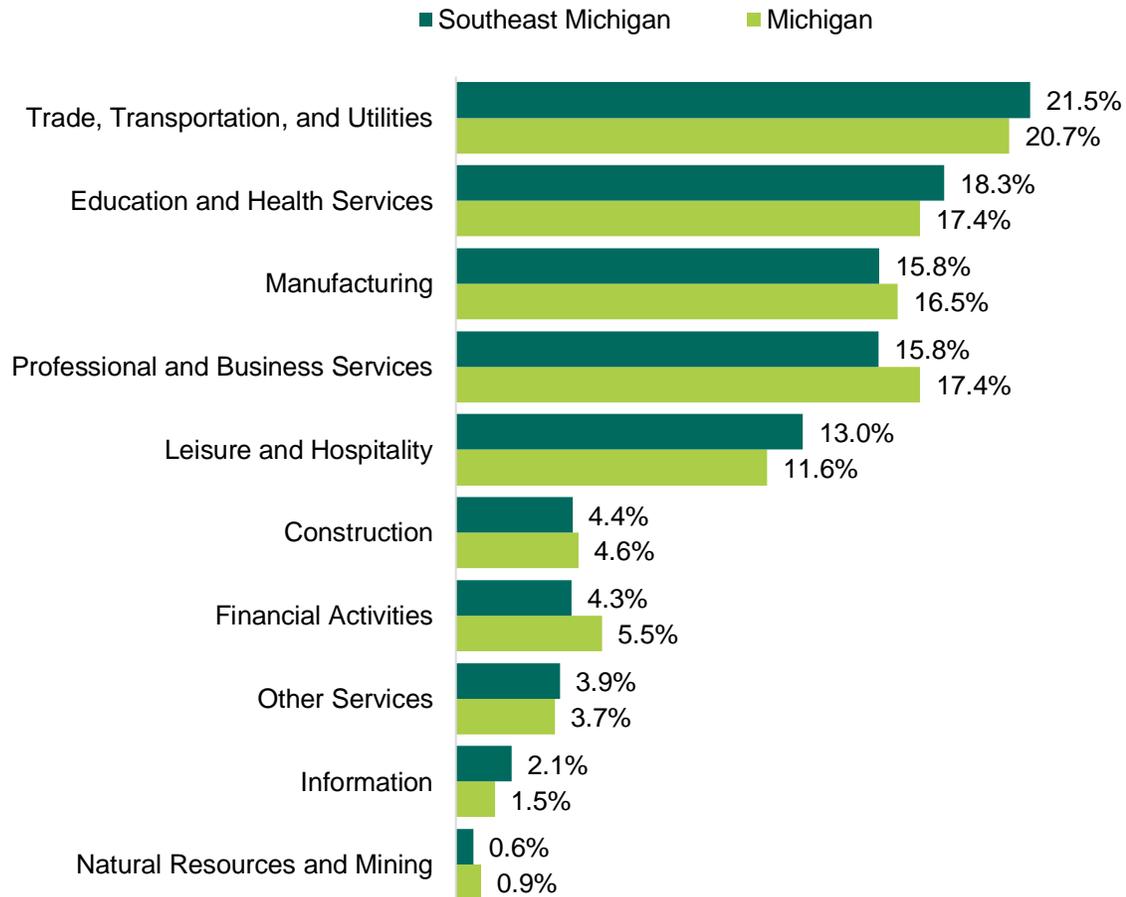
A close-up photograph of a person's hands working on a black cable. One hand holds the cable while the other uses a soldering iron to work on the end. The background is a light-colored, textured surface, possibly a workbench or a bag. The entire image has a teal color overlay.

IN-DEMAND INDUSTRY SECTORS

AND OCCUPATIONS

FIGURES 8–11, 17–26

DISTRIBUTION OF INDUSTRY JOBS, SECOND QUARTER 2019

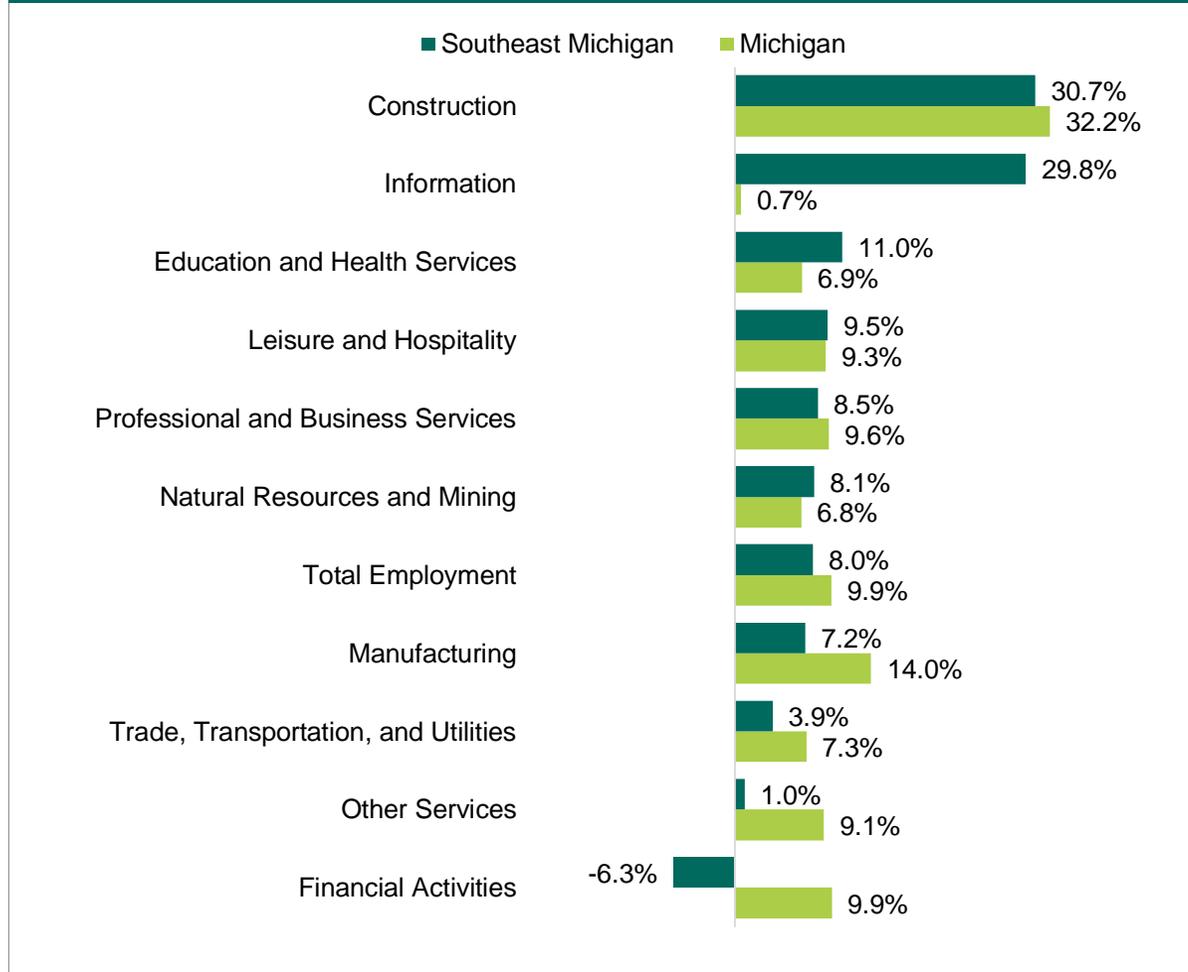


Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives, Quarterly Census of Employment and Wages (QCEW)

Over half of regional private employment is concentrated in three industries.

- The current ranking of regional industries based on their share of total private payroll jobs has remained unchanged compared to 2017.
- In the 2nd quarter of 2019, *Trade, transportation, and utilities* was the region's largest private industry, employing about one in five workers; that is the same ratio of this industry group in statewide total private payroll jobs. **(Figure 8)**
- The second largest industry sector for both Southeast Michigan and the state continued to also be private *Education and health services*, at 18 and 17 percent of total private industry jobs, respectively. **(Figure 8)**

PRIVATE SECTOR JOB TRENDS, SECOND QUARTER 2013–2019



Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives, Quarterly Census of Employment and Wages (QCEW)

Almost all 10 regional private industries recorded job growth over the 2013–2019 period.

- The area's private sector jobs grew at a slower pace than statewide between 2013 and 2019. Private payroll employment in Southeast Michigan advanced by 23,000 (+8 percent) since 2013. Statewide, private payroll jobs improved by 343,390 or 9.9 percent during the same period. **(Figure 8)**
- *Construction* recorded the largest job expansion, followed by *Information*, and *Education and health services*. Employment in *Financial activities* fell by over 6 percent (-900). **(Figure 8)**
- Over the past two years (2017–2019), private employers created 5,750 jobs in Southeast Michigan (about +2 percent). *Construction* continued to grow the fastest. **(Figure 8)**

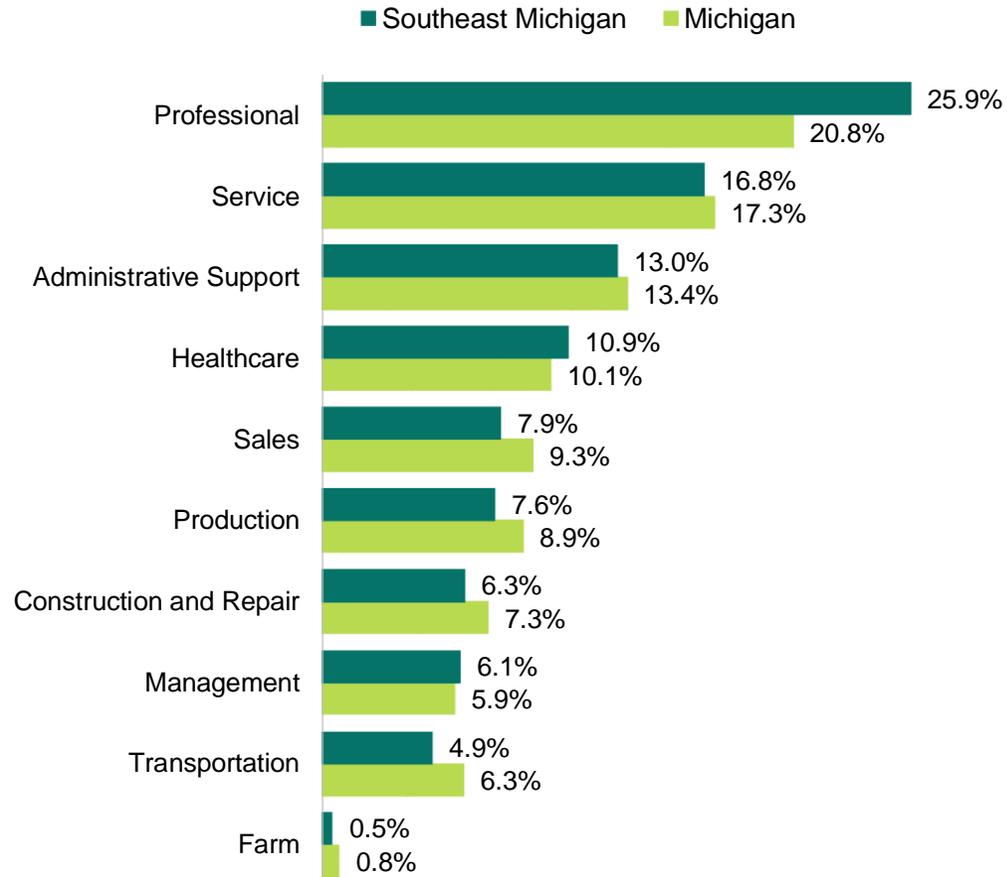
Online job postings reached 12,250 in second quarter 2019.

ONLINE ADVERTISED JOB POSTINGS, SOUTHWEST MICHIGAN	
JOB TITLE	NUMBER
Registered Nurses	766
Heavy and Tractor-Trailer Truck Drivers	329
Retail Salespersons	294
Software Developers, Applications	284
Customer Service Representatives	280
Sales Rep., Wholesale and Manu., Exc. Tech. and Sci. Prod.	225
Medical and Health Services Managers	206
Managers, All Other	204
First Line Supervisors of Retail Sales Workers	199
Computer Occupations, All Other	196

Source: The Conference Board, Help Wanted OnLine® Database

- In the second quarter of 2019, there were 12,250 online advertised job postings in Southeast Michigan, according to the Conference Board's Help Wanted OnLine® Database. **(Figure 18)**
- Half of the top 10 job advertisements posted online in Southeast Michigan required a bachelor's degree. This is contrast with other areas of the state where most job postings call for a high school diploma, some vocational training, or an associate degree. **(Figure 18)**
- *Registered nurses* continued to be in extremely high-demand in Southeast Michigan and across the state. **(Figure 18)**

PROJECTED 2026 DISTRIBUTION OF JOBS BY BROAD OCCUPATIONAL GROUPS

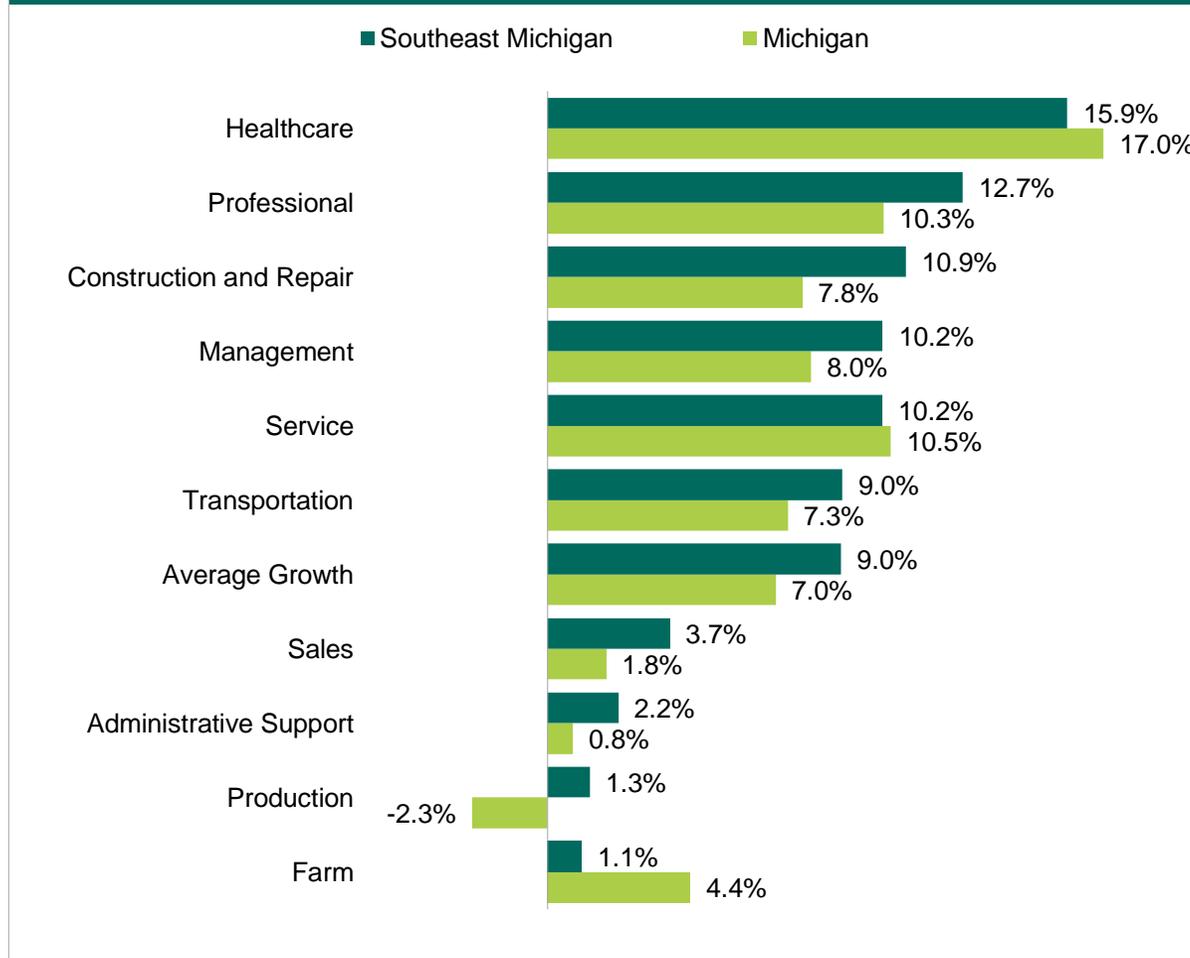


Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

Close to 60 percent of Southeast Michigan jobs are projected to be in three job groups by 2026.

- The overall occupational employment in Southeast Michigan is projected to expand by 9.0 percent (+40,280) between 2016 and 2026. This is 2 percentage points above the forecast rate of expansion statewide. **(Figure 19)**
- At 26 percent, *Professional* occupations is the largest occupational category in terms of projected total jobs in 2026 (about 2 percentage points above the 2016 share and around about 5 percentage points above the share of this group in statewide employment). This group includes a diverse set of jobs in areas such as business, computers, education, and social services.

PROJECTED PERCENT GROWTH BY BROAD OCCUPATIONAL GROUPS (2016–2026)

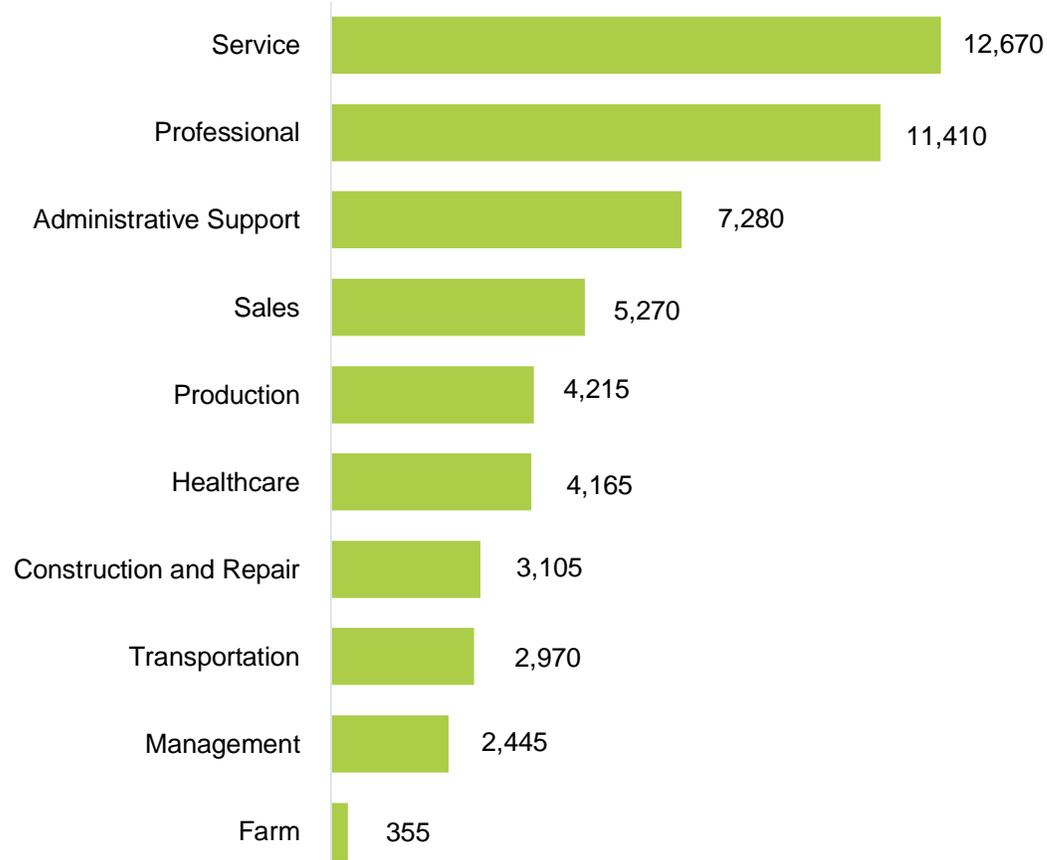


Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

Seven of the 10 groups of occupations in Southeast Michigan are projected to grow above the state average through 2026.

- All occupational groups in Southeast Michigan are projected to add jobs over the 2016–2026 period. Only three groups are forecast to expand slower than state average: *Healthcare*, *Service*, and *Farming*.
- Three groups of occupations are expected to continue to create most of the new jobs in Southeast Michigan. These are *Professional* (business, computer, technical, science, social service, and education), *Service* (e.g., *Protective*, *Food preparation*), and *Healthcare* (examples: *Registered nurses*, *Home health aides*). **(Figure 19)**

PROJECTED ANNUAL OPENINGS BY BROAD OCCUPATIONAL GROUPS (2016–2026)

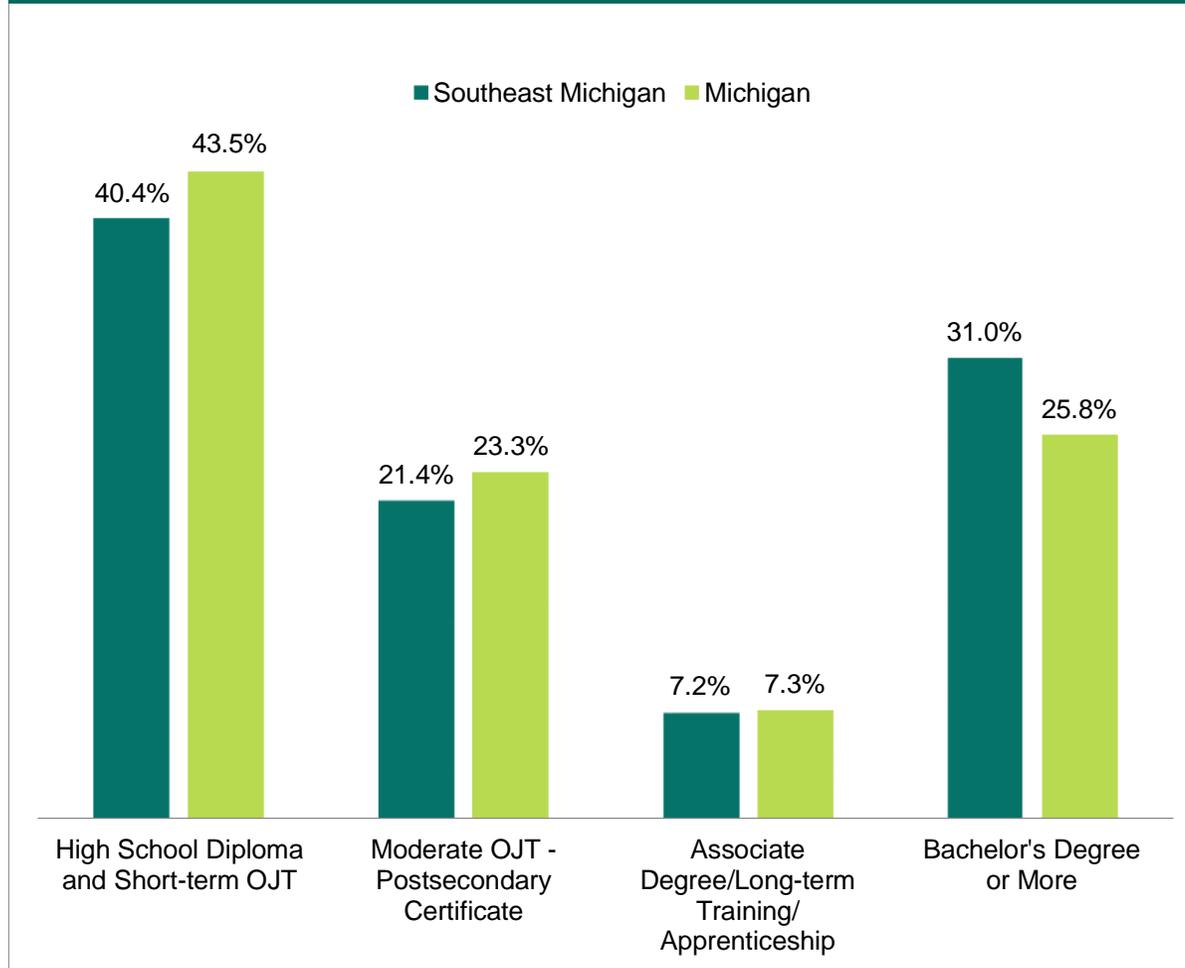


Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

Occupations with a large employment base will continue to create more openings out of a need to replace workers.

- Because of a need to replace workers who are retiring or otherwise exiting or transferring an occupation in the area, larger occupational groups are projected to see the most annual openings through 2026.
- Overall, Southeast Michigan is projected to have 53,890 job opportunities annually, mostly coming from a need to replace workers transferring from job to job or exit the labor force for various economic reasons (retirement, parental leave, etc.)
- A little over 7 percent of openings will be new jobs from occupational expansion. **(Figure 20)**

PROJECTED 2026 OCCUPATIONAL EMPLOYMENT BY EDUCATION (SHARE OF TOTAL)

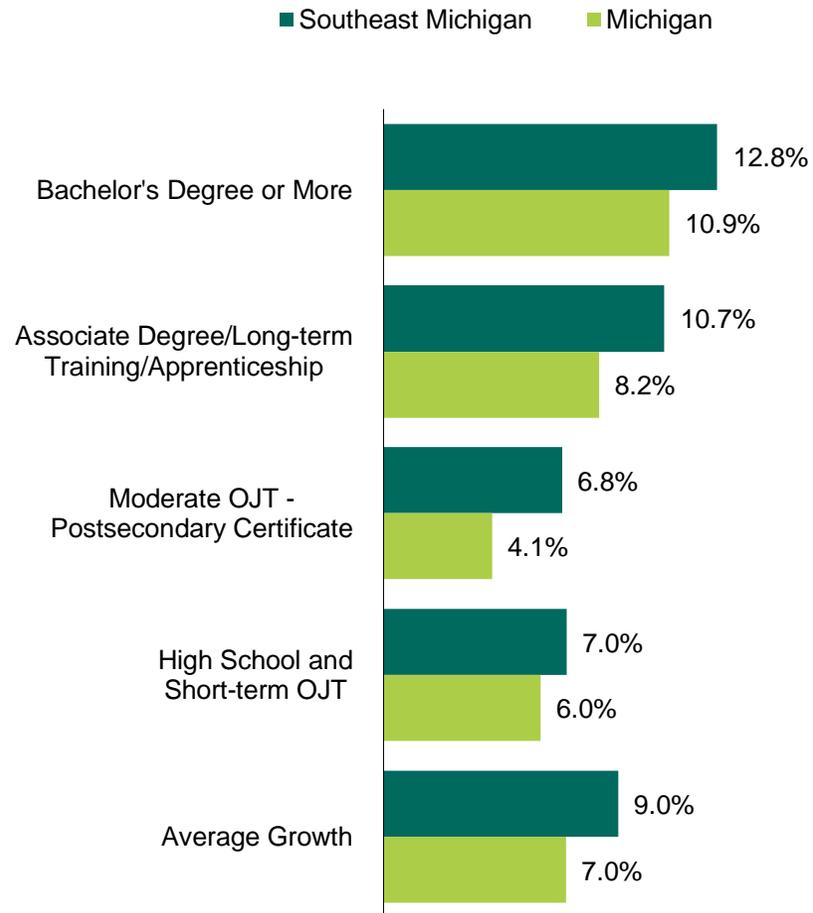


Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

The share of jobs requiring a bachelor's degree or more in the area is projected to be above state average by 2026.

- By 2026, it is projected that 31 percent of area's jobs (close to 26 percent statewide) will still need a bachelor's degree or higher.
- The portion of Southeast Michigan jobs calling for at most a high school diploma, with short-term to no on-the-job training will be 3 percentage points below state average (40 vs. 43 percent). Many *Service* careers, such as *Waiters*, fall in this category.
- Similarly, about a fifth of jobs in the area (2 percentage points below the state rate) will require some moderate OJT or a postsecondary certificate (e.g., *Heavy truck drivers*).

PROJECTED 2026 OCCUPATIONAL GROWTH BY EDUCATION

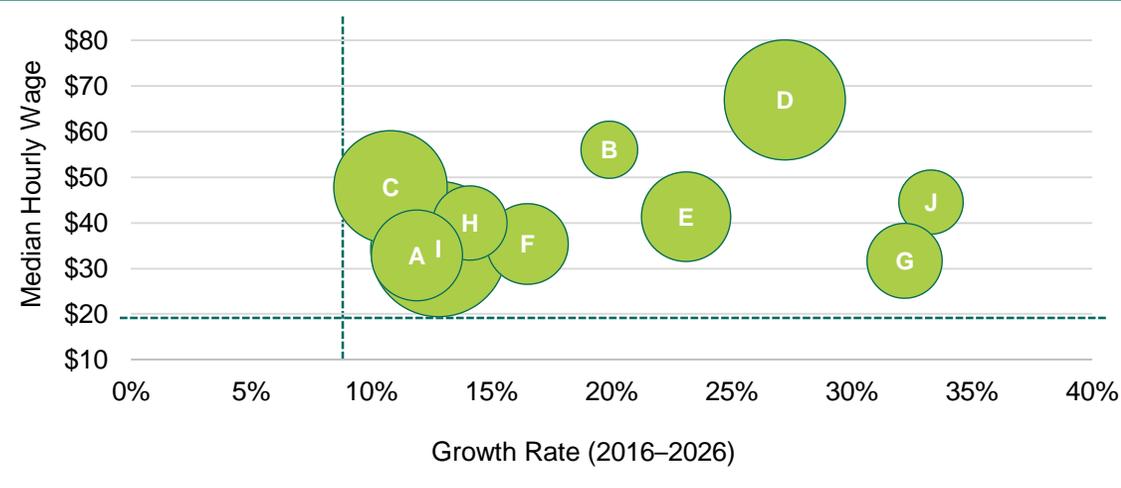


Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

2026 job growth in Southeast Michigan is projected to exceed the statewide expansion for every educational group.

- Jobs requiring a high school diploma and a short to no on-the-job training are forecast to grow by a percentage point above state average by 2026.
- Occupations in the remaining three educational groups will expand by about 2 percentage points or more above statewide averages. Around 60 percent of area's 476,900 new jobs by 2026 will be created in these groups.

HIGH-DEMAND, HIGH-WAGE OCCUPATIONS REQUIRING AT LEAST A BACHELOR'S DEGREE



Dotted lines mark the regional average projected growth rate (9.0 percent) and the median wage (\$18.27)

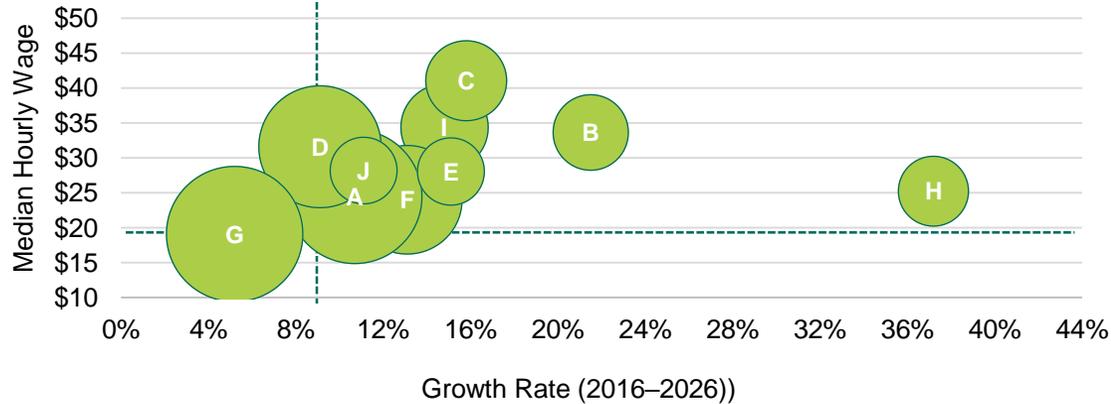
A	Accountants and Auditors	F	Management Analysts
B	Financial Managers	G	Market Research Analysts and Marketing Specialists
C	General and Operations Managers	H	Mechanical Engineers
D	Health Specialties Teachers, Postsecondary	I	Registered Nurses
E	Industrial Engineers	J	Software Developers, Applications

Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

Many jobs requiring a bachelor's degree or beyond in the region are projected to be in high demand and to pay well.

- Levels of pay are directly correlated with the level of formal education and/or the length of job training or apprenticeship. Some jobs such as *Health specialties teachers, postsecondary*, are forecast to pay as high as \$70 an hour.
- Jobs in this category are projected to show significant growth through 2026, with some as high as between 30 and 35 percent (*Software developers, application*). **(Figure 23)**

HIGH-DEMAND, HIGH-WAGE OCCUPATIONS REQUIRING AT LEAST AN ASSOCIATE DEGREE OR LONG-TERM TRAINING



Dotted lines mark the regional average projected growth rate (9.0 percent) and the median wage (\$18.27)

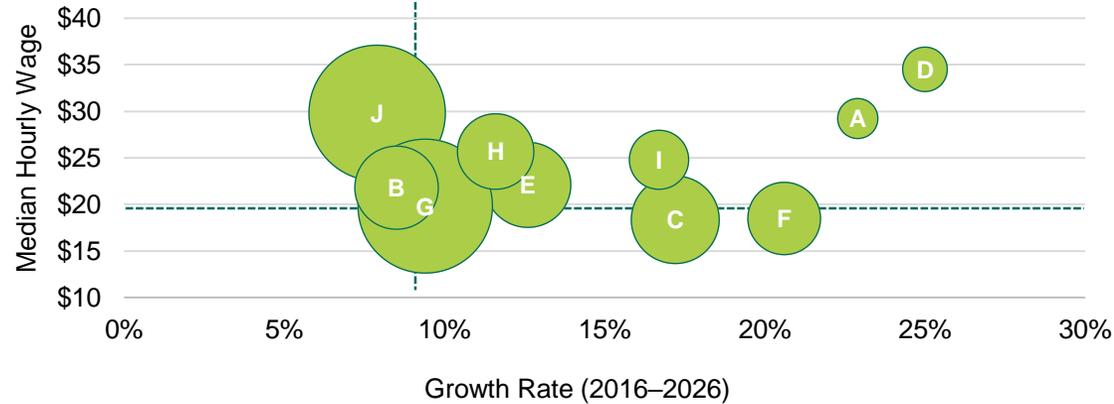
A	Carpenters	F	Industrial Machinery Mechanics
B	Dental Hygienists	G	Machinists
C	Electrical Power-Line Installers and Repairers	H	Physical Therapist Assistants
D	Electricians	I	Plumbers, Pipefitters, and Steamfitters
E	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	J	Radiologic Technologists

Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

High-demand, high-wage jobs in Southeast Michigan requiring an associate degree, long-term training, or apprenticeships are mostly in skilled trades.

- High-wage, high-demand occupations in the area requiring an associate degree, long-term training, or apprenticeships are dominated by professional trades (*Electricians, Plumbers, pipefitters, and steamfitters, Dentist hygienists, HVAC and refrigeration mechanics and installers, etc.*).
- Some of these careers display a large employment base (*Electricians*), while others, although small, are projected to grow above average (*Physical therapist assistants*). **(Figure 24)**

HIGH-DEMAND, HIGH-WAGE OCCUPATIONS REQUIRING A POSTSECONDARY CERTIFICATE OR MODERATE-TERM TRAINING



Dotted lines mark the regional average projected growth rate (9.0 percent) and the median wage (\$18.27)

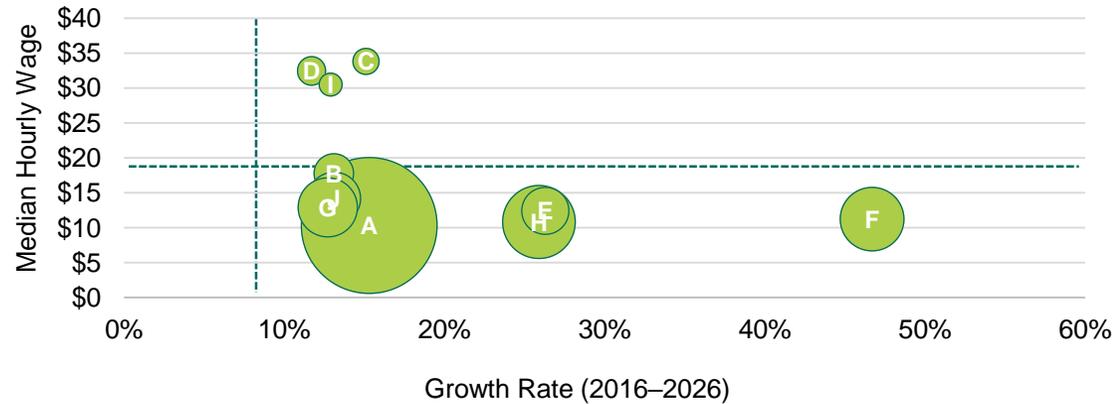
A	Aircraft Mechanics and Service Technicians	F	Dental Assistants
B	Automotive Service Technicians and Mechanics	G	Heavy and Tractor–Trailer Truck Drivers
C	Billing and Posting Clerks	H	Insurance Sales Agents
D	Commercial Pilots	I	Operating Engineers and Other Construction Equipment Operators
E	Computer User Support Specialists	J	Sales Rep., Whlsl & Manu., Exc. Tech. & Sci. Prod

Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

Most high-wage, high-demand careers calling for a postsecondary certificate or moderate training show a small employment base.

- Two of the top 10 occupations in this category display large employment base: *Heavy and tractor–trailer truck drivers*, and *Sales representatives, wholesale and manufacturing, except technical and scientific products*.
- Most high-demand careers in this category display growth rates that are above the projected statewide average of 7 percent. Some are forecast to expand as much as between 20 and 25 percent (example: *Commercial pilots*). **(Figure 25)**

HIGH-DEMAND OCCUPATIONS REQUIRING A HIGH SCHOOL DIPLOMA OR EQUIVALENT AND SHORT-TERM TRAINING



Dotted lines mark the regional average projected growth rate (9.0 percent) and the median wage (\$18.27)

A	Combined Food Preparation and Serving Workers, Including Fast Food	F	Home Health Aides
B	Construction Laborers	G	Landscaping and Groundskeeping Workers
C	First-Line Supervisors of Construction Trades and Extraction Workers	H	Personal Care Aides
D	First-Line Supervisors of Mechanics, Installers, and Repairers	I	Property, Real Estate, and Community Association Managers
E	Helpers-Production Workers	J	Receptionists and Information Clerks

Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

Most high-demand occupations requiring a high school diploma or equivalent and short-term training pay below the regional average.

- Careers in this category in Southeast Michigan are predominantly in services. Examples include *Food preparation and servicing workers and supervisors, Home health aides, and others.*
- Although in high demand, most careers in this group pay below the regional all-occupation average wage of \$18.27 in 2018. For example, the occupation of *Home health aides* is projected to grow by about 47 percent over the 2016–2026 period but paid a little over \$11 an hour in 2018. **(Figure 26)**